

Lactation Accommodations

FMLA Training



**CHOOSE
HEALTH LA**



Choose Health LA is made possible by funding from the Department of Health and Human Services through the Los Angeles County Department of Public Health.

National Attention



- First Lady, Michelle Obama
 - White House Report on Childhood Obesity
 - Let's Move Campaign



- Surgeon General
 - Call to Action to Support Breastfeeding
 - Increase the number of employers that have worksite lactation support programs
- US DHHS: Healthy People 2020
 - Increase the number of employers that have worksite lactation support programs



IT'S THE LAW



- CA State Labor Code § 1030
 - Applies to all employers and employees
 - Employers must provide break time
 - Employers must provide space (not bathroom)
 - Preempts Federal Law
- Federal Lactation Accommodation Law
 - FLSA § 7(r)



Employed Mothers Need....

- Time
 - Remove milk
 - Store milk
 - Clean up
- Space
 - Privacy
 - Clean
 - Close proximity
 - Not a bathroom
- Pump



County of Los Angeles

- County-wide Employee Worksite Lactation Accommodation Policy
 - PPG 705
 - Policy implementation

For any questions regarding this policy, please contact:
Merce Gillo, DHR, mgillo@hr.lacounty.gov
(213) 738-2266

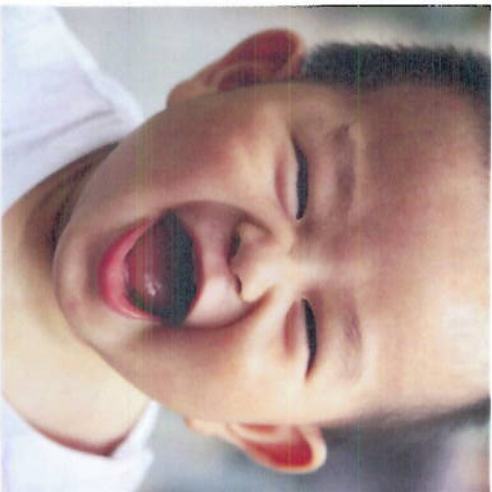


Resources

Tool Kit

- Website
 - Tri-Fold
 - Train the Trainer PPT
 - List of Dedicated Space
 - Community Resources





Breastfeeding is Important!

- Babies who breastfeed get sick less often
- Babies who breastfeed have a lower risk for diabetes, obesity, and cancer later in life
- Mothers who breastfeed have a lower risk for breast and ovarian cancer
- Families of breastfeeding babies save money
- Families of breastfeeding babies miss fewer days of work

The County of Los Angeles Supports Breastfeeding!

Did you know?

California State Labor Code §1030-1033 protects your right to pump breastmilk while at work.

Your employer must provide you with a clean space (not bathrooms) and break time to pump.

The County of Los Angeles understands the importance of supporting employed mothers to continue breastfeeding after they return to work. The County is committed to create a work environment which encourages all mothers to breastfeed. Employees who are supported to pump:

- Have fewer sick days
- Are more productive and loyal
- Have lower health care costs for mother and baby

The County of Los Angeles adopted a Lactation Accommodation Policy, PPG 705, to ensure that all mothers get the support they need to continue breastfeeding once they return to work. The contents of this policy can be found at: <http://dhr.lacounty.info>.

The American Academy of Pediatrics (AAP) recommends continued breastfeeding through the first year of life and beyond.

What Do I Do?

Talk to your direct supervisor and/or your Return-to-Work Coordinator:

- Before you deliver your baby
- Before you return to work

Discuss with your supervisor:

Where you can pump:

- Unused office or cubicle
- Storage room
- Screened or divided area
- Not a bathroom stall

When you will pump:

- Possibly during your break times and lunch

What if pumping takes more than your break time?

You are allowed to take the time you need. If you need more time than your scheduled work break, discuss alternatives with your supervisor. These can include adjusting your work schedule or using accrued paid time benefits.

What if I work in a non-traditional worksite?

Talk to your supervisor and/or your Return-to-Work Coordinator.

For more information about the County of Los Angeles Worksite Lactation Accommodation Policy, go to <http://dhr.lacounty.info>.

Supporting Your Co-Workers

"Whether you're a clinician, a family member, a friend, or an employer, you can play an important part in helping mothers who want to breastfeed."

*General Regina M. Benjamin, MD, MBA,
18th Surgeon General of the United States
Public Health Service*

To create a supportive atmosphere:

- Congratulate the employed mother who has returned to work
- Read County of Los Angeles Worksite Lactation Accommodation Policy (PPG 705)
- Respect the privacy of the area designated for expressing milk
- Share this pamphlet with co-workers



Resources for New Parents

Breastfeeding Resources

For a list of breastfeeding resources, or more information on the County of Los Angeles Worksite Lactation Accommodation policy go to:
<http://dhr.lacounty.info>

Health Care Spending Account

You can save money by paying for your breast pump and other lactation supplies with before-tax dollars. How? By using a Health Care Spending Account (HCSA). You may enroll in an HCSA when you first become eligible for these plans, during annual enrollment, or when you have a qualifying life event such as the birth of a child. For more information on enrollment and the rules for participating in an HCSA, log on to www.mylacountybenefits.com and download a copy of the Summary Plan Description.



County of Los Angeles
Department of Human Resources
Kenneth Hahn Hall of Administration
500 West Temple Street, Los Angeles, CA 90012



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Working and Breastfeeding:



It Can Work!



**County of Los Angeles
Department of Human Resources**